

I'm not just a blind rehab professional.

I'm putting Veterans
on the path to
independence.



Diana, VA Chief of Blind Rehab



Discover Blind Rehabilitation Careers at VA.

VA



U.S. Department of Veterans Affairs

Veterans Health Administration

Why VA?

The **best care** starts with the **best opportunities.**

More than a century ago, President Lincoln made a promise to America's servicemen and women, pledging the care and concern of a grateful Nation for the sacrifices they made to preserve freedom. Since 1930, the mission of Department of Veterans Affairs (VA) has been to keep that promise.

Today, VA is one of the largest, most technologically advanced health care systems in the United States. We have employees who work at 153 medical centers, 909 ambulatory and community-based outpatient clinics, 135 nursing homes, and a number of other facilities across the country.

At VA, we strive to provide a professional, supportive environment where our patients, and you, can thrive.



VA and **Blind Rehab.**

If you're seeking an extraordinary career in blind rehab, then VA could be for you.

As the Nation's largest provider of blind and low-vision rehab services, VA gives you the unique opportunity to serve Veterans virtually anywhere in the country—while making significant strides forward in your career.

The breadth and depth of our comprehensive continuum of services are unmatched in the private sector. What's more, our services are based on functional need, not patient finances. For our patients, this means that treatment is not restricted by their ability to pay. For you, it means the opportunity to deliver care of the highest caliber to every single one of your patients, every single time.

As part of our tight-knit team, you'll also have access to the resources, education and opportunities you need to strengthen your skills and advance in your career. Join us, and see how far your talents can take you.



The **best** patients.

There's a certain camaraderie that Veterans share with each other. Young or old, male or female: those who have served our country enjoy the company of those who have done the same. And traditionally, this bond extends to their caregivers.

From injured active duty personnel to Veterans with various visual impairments, our patients rely on blind rehab professionals for unique and resourceful care. While the most prevalent causes of visual impairments are related to age, we treat patients as young as 18. Regardless of their age, you'll find that Veterans and their family members are the best rehab partners.

Veterans want their independence back, and they have the courage and conviction to overcome any obstacle in their way. And because our enrolled Veterans are assured treatment from the onset of a condition through goal achievement, you'll have the chance to form strong, meaningful bonds with your patients.



The best **opportunities.**

VA's position as the Nation's largest provider of blind and low-vision rehab services gives you the unique opportunity to practice at any level—from basic to advanced care—almost anywhere in the country. We have more than 1,400 locations throughout all 50 states, the District of Columbia, and U.S. territories. No matter which path you pursue, you'll be able to practice with only one active state license.

BASIC LOW-VISION CARE

Basic care starts in every optometry and ophthalmology clinic where the first signs of vision loss are recognized. Professionals providing this level of care are required to act immediately and decisively to limit the impact of patients' vision loss.

INTERMEDIATE LOW-VISION CARE

Intermediate care includes low-vision therapy and involves equipment such as magnifiers and telescopes, which help patients to make the most of their remaining eyesight.

ADVANCED LOW-VISION CARE

Advanced care includes orientation and mobility training designed to help low-vision Veterans move safely through their daily tasks and routines. This level of care also involves the use of highly sophisticated low-vision technology.

INPATIENT, OUTPATIENT AND AT-HOME SUPPORT

VA also offers inpatient, outpatient and at-home support to visually impaired patients requiring immediate treatment that involves the use of intensive blind rehab techniques and technology. These services range from 9-day outpatient therapy sessions to 4-6 week inpatient programs that serve Veterans who are functionally or totally blind. Oftentimes, professionals providing this level of care are required to work in patients' homes.



The education to **fit in**. The opportunity to **stand out**.

VA recognizes the importance of ongoing education and the benefits it provides to both patients and employees. That's why we encourage our blind rehab professionals to take advantage of our abundant opportunities for continuing education (all of which are subject to the availability of funding at each facility).

PRE-SERVICE INTERNSHIPS

University students may apply for paid pre-service internships in one of our inpatient blind rehab centers. Through these internships, students gain exposure to the blind and low-vision rehab service delivery system at VA, while remaining in their current university programs. The internships also introduce students to future career opportunities at VA.

PAID INTERNSHIPS

If you're an entry-level blind rehab professional, or another allied health professional wanting to make a career transition, you may begin your VA career through a two-year paid internship in our Technical Career Field (TCF) Program. This extraordinary internship allows you to gain specialized knowledge that is exclusive to VA. And upon completion of the program, you'll be qualified for guaranteed placement in our health care system. For more information about the TCF Program, visit [VAcareers.va.gov/TCF](https://www.va.gov/VAcareers.va.gov/TCF) or send an email to VHATCFProgramManager@va.gov.

EDUCATION DEBT REDUCTION PROGRAM (EDRP)

Reduce your qualifying school loan debt with a VHA loan reimbursement program. To qualify, EDRP must be offered within the recruiting VHA Medical Center's vacancy announcement for a qualifying position that provides patient care services.

EMPLOYEE INCENTIVE SCHOLARSHIP PROGRAM (EISP)

This scholarship program allows VHA employees to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult.

Did you know **that VA:**

- Serves a population of more than 8 million Veterans
- Provides inpatient care to over 750,000 Veterans each year
- Manages more than 75 million outpatient visits each year
- Has facilities in all 50 states, the District of Columbia, and U.S. territories
- Provides medical care backup to military hospitals during national emergencies
- Operates command centers to coordinate services through the National Disaster Medical Service during major disasters
- VA hospitals scored higher than private facilities on the University of Michigan's American Customer Satisfaction Index, for the sixth year in a row



Mobility is just one of the advantages of working for VA. We offer employment opportunities from coast to coast and beyond. So, whether you enjoy living beachside, in a bustling metropolis or in the serene countryside, there's likely a VA facility nearby.

Better benefits. The best care.

VA's mission is to provide the best possible care for America's Veterans. In return for helping us achieve this goal, we offer extensive employment benefits.

LEAVE AND HOLIDAYS

- 26 days paid annual (vacation/personal) leave; may accumulate up to 86 days of paid leave (annual leave begins to accrue immediately and can be used as it is earned with supervisory approval)
- 13 days paid annual sick leave; no limit on accumulation of days
- 10 paid annual Federal holidays
- 15 days paid annual military leave for active reservists and National Guard members
- Family and Medical Leave Act and Family Friendly Leave Act, which allow employees to take up to 12 weeks of annual leave for medical reasons, for the birth or adoption/foster care of a child, and for the care of a child, spouse, or parent who has a serious health problem
- Voluntary Leave Transfer Program, which allows other Federal employees to donate annual leave for a medical emergency of an employee or family member

HEALTH AND LIFE INSURANCE

- We offer employees a choice of group health insurance plans with the majority of premiums paid by the Federal Government; insurance may become effective as soon as the first full pay period after beginning duty
- We also offer term life insurance with coverage based on salary and with the cost shared by the Federal Government; family and additional coverage options are available
- Long-term care insurance is available as well

RETIREMENT

Our employees are covered by the Federal Employees' Retirement System (FERS). FERS, a three-tier retirement plan, is comprised of Social Security benefits, FERS basic benefits, and the Thrift Savings Plan (TSP). TSP is a tax-deferred savings plan with an automatic base contribution and partial matching of employee contributions by the Federal Government.

MOBILITY

VA medical facilities are located in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. Our employees may transfer to any location where there is an available vacancy without loss of benefits and usually no loss in pay. Multiple licenses are not required.

LIABILITY PROTECTION

Our employees are protected by the Federal Tort Claims Act when functioning within their Federal scope of practice. This statute provides immunity from personal liability for damages arising from medical malpractice or negligence by health care personnel of the Veterans Health Administration (VHA) in furnishing medical care or treatment in the exercise of their official duties in or for VHA.

AWARDS AND HONORS

VA offers both monetary and honorary recognition for overall superior performance, as well as special or unique achievements. In addition, employees who offer creative solutions to problems or ideas for improving procedures and services can earn substantial monetary awards.

ADDITIONAL BENEFITS

- Smoke-free and drug-free workplace
- Childcare at some facilities
- Childcare subsidy program
- Free parking at most facilities
- Transit subsidy programs at most facilities
- Uniform allowance (if applicable)
- Credit Unions
- Employee association
- Dining facilities and tax-free retail store
- Employee wellness programs

VA hiring **policies.**

QUALIFICATIONS

Minimum qualifications for appointment as a VA nurse are:

- U.S. citizenship (non-citizens may be appointed on a temporary basis when qualified citizens are not available)
- Personal interview
- English language proficiency (spoken and written)
- Satisfactory physical examination; may include drug screening

SALARY INFORMATION

- VA administrative and support professionals are compensated according to a Locality Pay System (LPS). The LPS is designed to ensure that VA employees are paid competitive rates within the local labor markets. As such, salary ranges vary according to facility location
- Starting salaries and grades are based on the nature and extent of professional education, training, and experience
- VA administrative and support professionals are awarded regular increases within each grade based on satisfactory performance
- VA administrative and support professionals may be paid overtime and other forms of premium pay



Call the Human Resources Management Office at your local VA health care facility or visit **VAcareers.va.gov** to learn more. For more information, call **1-800-949-0002**.

How to Apply:

VAcareers.va.gov

Because hiring decisions are made locally, you should apply directly to the Human Resources Management Office at the VA health care facility where you desire employment consideration. Information about VA blind rehab careers and application procedures may be obtained from any VA facility.

Veteran employment information can also be obtained by contacting

VApacementservice@va.gov

The toll-free number is **1-800-949-0002**.

Employment information and job applications can also be found on the Internet at

VAcareers.va.gov

VA



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